



Human Rights Commission Minutes

Date: Wednesday, April 12, 2023

Time: 8:00 PM

Location: 27 Maple Street, HHS Conference Room, 2nd Floor
Conducted by Hybrid (Remote and In-Person)

This will be a hybrid meeting. Individuals may choose one of the following in-person or virtual options:

1. Attend in person in the 2nd Floor HHS Conference Room at the Community Center (Senior Center), 20 Academy Street/27 Maple Street. Registration not required for in-person attendance.
2. *Notice to the Public on meeting privacy* In the interests of preventing abuse of videoconferencing technology (i.e. Zoom Bombing) all participants, including members of the public, wishing to engage via the Zoom App must register for each meeting and will notice multi-step authentication protocols. Further, members of the public who wish to participate without providing their name may still do so by registering to receive the meeting info and using the telephone dial in information provided.

Present: Co-Chairs Carney and Soneja
Commissioners Bauer, Beauchemin, Brown, Bryant, Grossman, Jones, Key, Pusey, Rogers

Absent: Commissioners Jolin, Horowitz

DEI Office: Jillian Harvey

Community Members: Elizabeth Dray

Minutes

Meeting called to order at 8:00pm

1. Remote Meeting Notice and Land Acknowledgement
2. Review of March 2023 Meeting Minutes
 - a. Motion to approve with minor edits by Commissioner Pusey, seconded by Commissioner Brown
 - b. Passed unanimously with abstention by Commissioner Bauer
3. Incidents & Complaints included:
 - a. Sign stolen on Summer Street – the person went before the clerk magistrate and will be arraigned.
 - b. Blue Bike graffiti – the person was apprehended and admitted to the damages
 - c. A housing complaint was made – Commissioner Jolin is following up

- d. Received a report from the APD that involved AHS students and homophobic remarks; the incident was reported to the principal; Commissioner Jones will follow up
 - e. Incident at Dunkin' Donuts reported through the schools
 - f. BLM sign stolen; homeowner will be provided with new signs
 - g. Teresa and Commissioner Grossman accompanied a complainant to a store in East Arlington to discuss two incidents at the store
- 4. DEI Update (Jillian Harvey)
 - a. Continuing work with department heads and smaller group to address Equity Audit.
 - b. Teresa and Jillian are setting up meetings with department heads to address individual department needs
 - c. Language access focus groups continuing; have a first draft of a Best Practices guide
 - d. Arlington Resources Fair coming up on Sunday April 30th from 12-3pm at Town Hall
 - i. Will offer all of the different resources available in town
 - ii. About 28 agencies/people will be presenting
 - iii. There will be translation available and attendees can set up appointments up on the spot
 - iv. Commissioners Brown and Key can be available; Commissioners Carney, Grossman, and Pusey will try and be there
 - e. Jillian will be out but Teresa and Tim will be available for coverage
 - f. \$4619 available (\$1844 is accounted for in open Purchase Orders at Swifty and for Black History month posters). Christine will be ordering more BLM signs and brochures
 - g. Commissioner Soneja suggested that we add a discussion of the Equity Audit to an upcoming agenda; Jillian noted that in upcoming months there will be work regarding community engagement and will tap into commissions. One of the pieces of work will be looking at improved ways of gathering appropriate data (will probably start in mid-summer)
 - h. Commissioner Soneja asked for clarification regarding language access work
- 5. Working Groups Update
 - a. Schools & Education
 - i. Letter was sent to the School Committee regarding the challenge to the schools about gender inclusivity in the Human Growth and Development curriculum for 4th and 5th graders; the hearing is not happening because the challenge was withdrawn
 - ii. Worked on the letter to the superintendent
 - iii. Calendar issue - Jillian reported that she wants to add to the town calendar and had been attempting to work with the schools on this. She will slowly be adding holidays to the town calendar. Due to her work load and the time it takes to update the calendar it will not happen all at one time
 - iv. Discussion of calendars and the public schools
 - v. A small group that includes Margaret Credle-Thomas, another APS staff member, Commissioner Gillis from the Rainbow LGBTQIA+ Commission, and Commissioners Bauer, Key, and Grossman have begun meeting to plan co-sponsored educational events for parents/guardians and community members related to race and religion
 - b. Outreach/Events
 - i. Discussed housing and tenants' rights

- ii. Commissioner Beauchemin will be the liaison to the 250th Anniversary Committee; she will be on the DEI working group. It was suggested that commissioners begin to think about resources. It was noted that it is important to have an Indigenous person as a resource
 - iii. See above on work with the schools
 - iv. Discussed Inclusion Day presentation at Arlington High School, which is occurring Thursday April 13
 - v. Reminder that the AHRC is co-sponsoring an event in May with the Arlington Historical Society
 - c. Communications
 - i. Commissioner Pusey and Jillian have completed an application to Google as a non-profit. Since government agencies are not eligible it is not clear that the AHRC will be approved. If the AHRC is not approved, Commissioner Pusey will set up a paid Google account
 - ii. The April newsletter is ready to go but only 300 emails can be sent each day; over three days everyone who is on the distribution list will receive it
 - iii. Commissioner Pusey proposed that the AHRC include a \$300/year expenditure for full email capacity, which he will follow up on
- 6. Draft of FAQs for contacting the AHRC & What to Expect at a Meeting
 - a. Discussion of what the process of adopting these should be
 - i. Discussion of when/how the APD is on the agenda
 - ii. It was suggested that a sentence be added to #2 (page 3). The concept is that any invited speakers who have business before the Commission will be noted in the agenda. Motion to add this sentiment to the FAQ was made by Commissioner Pusey, seconded by Commissioner Bauer. The motion passed unanimously
- 7. Nomination Process for Arlington Civilian Police Advisory Commission Appointment
 - a. Commissioner Beauchemin explained the draft; included are the expectations and background information about the Advisory Commission
 - b. Discussed the need for a procedure to agree on a candidate and a deadline for candidate submissions, which will be May 1, 2023
 - c. Motion made by Commissioner Bauer to have a 3-person subcommittee that will review candidate submissions, interview them, and make a recommendation to the full Commission who will vote at the next meeting. Motion seconded by Commissioner Jones. Discussed sending the description to the email list and other channels. Motion passed unanimously.
 - d. Commissioners Key, Beauchemin, and Soneja will be on the subcommittee
- 8. Town Meeting/Warrant Article 69: Vote of Endorsement
 - a. Commissioner Carney made a motion to endorse Warrant Article 69; Commissioner Bauer seconded the motion. It was suggested that if any commissioners attend a precinct meeting, they can report that the AHRC has endorsed the warrant article. The motion was passed unanimously.
- 9. Co-Chairs Report
 - a. Met with Chief Flaherty and discussed recent incidents and Autism Day for children to visit
 - b. Met with other DEI Commission Co-Chairs:
 - i. Disabilities Commission published their first newsletter and they are looking for additional commissioners
 - ii. Rainbow LGBTQIA+ was focused on the hearing that was scheduled for this Thursday 4/12/2023
 - c. MAHRC updates – haven't met yet; there will be an in-person meeting at the State House on May 19th

- d. Supporting The 2023-2024 MA Indigenous Legislative Agenda
 - e. Appointing new co-chair – we continue to need someone to step up and everyone was encouraged to consider
10. Community Input – none given
11. Announcements
- a. METCO is sponsoring a tour of Nubian Square and METCO headquarters; there is a Friends of Arlington METCO group beginning; there was a walk that was well attended by Arlington residents
 - b. Margaret Credle-Thomas has been invited to our June meeting; please read the Arlington Public Schools Equity Audit and send questions to Co-Chair Carney in advance
 - c. Thank yous to Communications Working Group for getting the newsletter ready for publication, and others involved with the letters and other presentations
12. Next meetings – Thursday, May 18, Thursday, June 22, and Tuesday, July 18
13. Incident Handling
- a. April: Commissioner Jolin (Commissioner Brown is covering)
 - b. May: Commissioner Brown
 - c. June: Commissioner Key
14. Adjournment – Motion was made Commissioner Key; to adjourn Commissioner Brown seconded. Adjourned at 9:55pm

Next meeting: Thursday, May 18, 2023, 8:00 pm, Remote Participation

Anyone needing accessibility information or assistance to attend this meeting should contact dei@town.arlington.ma.us. This meeting is open to all interested individuals.